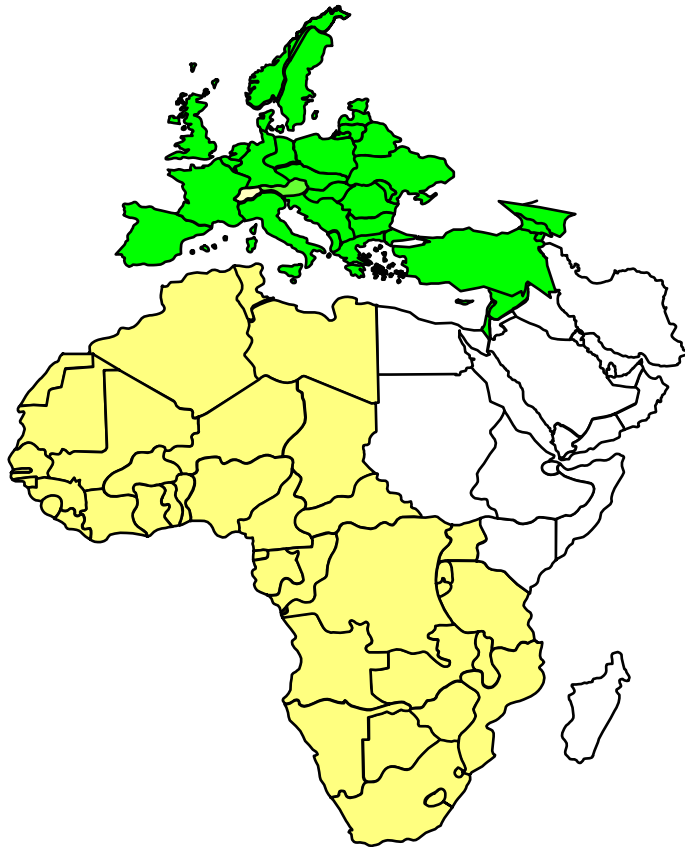
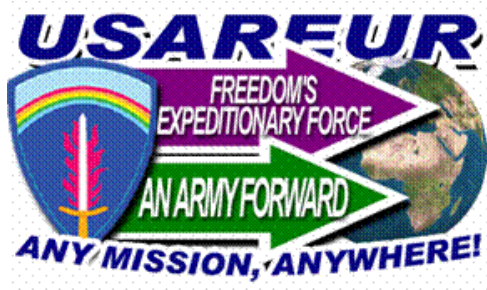


*Version 4.0 December 2003*

# Equal Opportunity Climate Assessment Survey



### ***Important Notice***

***The survey you are about to take is anonymous. The purpose of this survey is to determine the Equal Opportunity Climate within your unit.***

***All data is collected and reported as group statistics. This Survey is not designed to target you or anyone within your unit.***

***Your open and honest responses are needed to provide information for decisions affecting your unit.***

***Thank you***

### ***DEFINITIONS***

**Please use the following definitions as outlined in AR 600-20, Army Command Policy, Chapters 6 and 7, dated 15 July 1999, when answering the survey questions.**

#### **1. Equal Opportunity Policy**

- a. The U.S. Army will provide equal opportunity and fair treatment for military personnel, family members and DA civilians without regard to race, color, gender, religion, or national origin, and provide an environment free of unlawful discrimination and offensive behavior. This policy-
  - (1) Applies both on and off post, during duty and non-duty hours.
  - (2) Applies to working, living, and recreational environments (including both on and off-post housing).
- b. Soldiers will not be accessed, classified, trained, assigned, promoted, or otherwise managed on the basis of race, color, religion, gender, or national origin.

#### **2. Sexual Harassment Policy**

- a. The policy of the Army is that sexual harassment is unacceptable conduct and is intolerable. Army leadership at all levels will be committed to creating and maintaining an environment conducive to maximum productivity and respect for human dignity. Sexual harassment destroys teamwork and negatively affects combat readiness. The Army bases its success on mission accomplishment. Successful mission accomplishment can be achieved only in an environment free of sexual harassment for all personnel.

### **3. Definition of Sexual Harassment**

- a. Sexual harassment is a form of gender discrimination that involves unwelcomed sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when—
  - (1) Submission to, or rejection of, such conduct is made either explicitly or implicitly a term or condition of a person's job, pay, career, or
  - (2) Submission to, or rejection of, such conduct by a person is used as a basis for career or employment decisions affecting that person, or
  - (3) Such conduct has the purpose or effect of unreasonable interfering with an individual's work performance or creates an intimidating, hostile or offensive working environment.
- b. Any person in a supervisory or command position who uses or condones implicit or explicit sexual behavior to control, influence, or affect the career, pay, or job of a soldier or civilian employee is engaging in sexual harassment. Similarly, any soldier or civilian employee who makes deliberate or repeated unwelcomed verbal comments, gestures, or physical contact of a sexual nature is engaging in sexual harassment.

### **4. Equal Opportunity Action Plans**

- a. Equal Opportunity Action Plans are planned and achievable goals developed to eliminate practices denying equal opportunity to soldiers and their families, and that monitor progress toward these goals.

### **5. The U.S. Army Equal Opportunity Action Plan**

- a. The U.S. Army Equal Opportunity Action Plan is a process designed to identify, eliminate, prevent, and work to overcome the effects of unlawful discriminatory treatment as it affects the recruitment, training, assignment, utilization, promotion, retention, and separation of military personnel. It is a positive action by DA activities to ensure soldiers, civilian employees, and family members are treated with fairness, dignity, and respect.

### **6. Small Group**

- a. Training in small groups with a facilitator such as Consideration of Others Training (CO2).

### **7. EOA**

- a. Equal Opportunity Advisor (Brigade/BSB Level or Equivalent).

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**8. EOL**

- a. Equal Opportunity Leader (Company/ Battalion Level).

**9. The term "Civilian"**

- a. U.S. Employee, Local National or Contractor.

**10. Unit, Organization, Group, Brigade, Battalion, Company, and Detachment are interchangeable.**

**11. When answering Majority/Minority questions use the following definitions:**

- a. **Majority** = White (not of Hispanic origin)
- b. **Minority** = American Indian or Alaskan Native, Black (not of Hispanic origin), Asian or Pacific Islander, Hispanic or Other

**Use only a Number 2 Pencil when marking your answers.**

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***Note: The US Army Europe Survey Form is the only authorized answer sheet to be used with this survey. Use original sheet only. Copies cannot be scanned.***

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***Please do not write in Question Booklet.***  
**(Additional paper will be provided for written comments)**

***BACKGROUND INFORMATION***

On the top of page one of the survey form, please fill in the following fields:

- Pay Grade
- Racial/Ethnic Group
- Sex
- Religious Preference

Please disregard the Date field, as this information will not be captured.

Next, please complete the following Special Codes, located on the upper right-hand side of page one of the survey form:

**Column A. What is your age?**

**Column B. How many years of active federal military service have you completed?**

- A. Fewer Than 4 Years
- B. 4-9 Years
- C. 10-14 Years
- D. 15-19 Years
- E. 20 Years or More

**Column C. How many months have you been assigned to your current unit?**

- A. Less Than 6 Months
- B. 6-12 Months
- C. 12-24 Months
- D. More Than 24 Months

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**Column D. What is your MOS?**

- A. Combat Arms (Infantry, Armor, Artillery, Air Defense Artillery, Cbt Engineers, Special Forces, Atk Aviation Officers/Warrants/Crew Chiefs)
- B. Combat Support (Chemical, Cbt Spt Engineer, Military Police, Signal, and Military Intelligence)
- C. Combat Service Support (Quartermaster, Transportation, Ordnance, Finance, Personnel, Medical, Dental, Veterinarian, Judge Advocate, Chaplain, any other branch/specialties)

***Once you have completed this section, please use the bottom portion of the survey form for the remaining questions, beginning with number one. There are 60 questions in this survey. All answers will fit onto the front of the answer form.***

***DISCRIMINATION***

- 1. **During the last 12 months, have you been discriminated against while assigned to your current unit? *(Select all that apply)***
  - A. No
  - B. Yes, Racial
  - C. Yes, Gender
  - D. Yes, Religious
  - E. Yes, National Origin
  - F. Yes, Perceived Sexual Orientation

**IF YOU ANSWERED "NO" to QUESTION 1, GO TO QUESTION #7.**

- 2. **If so, how were you discriminated against? *(Select all that apply)***
  - A. Lack of promotion
  - B. Loss of job/not selected for job
  - C. Adverse legal action (UCMJ)
  - D. Denial of professional development
  - E. Unfair duty assignment
  - F. Denial of services
  - G. Adverse NCOER/OER
  - H. Name calling or swearing regarding slurs or jokes regarding race, religion, gender or sexual orientation
  - I. Awards

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**3. Please identify the sex and race of the person(s) who discriminated against you. (Select all that apply)**

- A. Male - Minority
  - B. Male - Majority
  - C. Female - Minority
  - D. Female - Majority
- \*See Definition on Page 2 when answering this question.**

**4. Was the person(s) that discriminated against you: (Select all that apply)**

- A. Different unit - lower rank
- B. Different unit - same rank
- C. Different unit - higher rank
- D. Same unit - lower rank
- E. Same unit - same rank
- F. Same unit - higher rank
- G. Civilian (US Employee)
- H. Local National
- I. Other

**5. Where did the incident(s) occur? (Select all that apply)**

- A. At work
- B. Near my residence
- C. At an off-post store, repair facility, club or restaurant
- D. In a community/post/caserne PX, Commissary, Officer/Enlisted or Community Club
- E. Other

**6. Did you report the incident(s) to your chain of command? (Select all that apply)**

- A. Yes, I reported the incident and something was done
- B. Yes, I reported the incident, however I believe nothing was done
- C. Yes, but I corrected it myself on the spot
- D. No, but I corrected it myself on the spot
- E. No, I was afraid of reprisal
- F. No, other reasons

**SEXUAL HARASSMENT**

**7. Have you been sexually harassed while assigned to your current unit?**

- A. No
- B. Yes

**IF YOU ANSWERED "NO" TO QUESTION 7 GO TO QUESTION #13.**

**8. If so, what was the form of sexual harassment that you experienced? (Select all that apply)**

- A. Repeated requests for a date or romantic relationship
- B. Physical contact (touching, pinching, grabbing, etc.)
- C. Verbal slurs, jokes, or offensive comments of a sexual nature
- D. Indecent actions and gestures of a sexual nature
- E. Inappropriate pictures or drawings of a sexual nature
- F. Request for sex in return for job or career opportunities

**9. What was the sex and race of the person(s) who sexually harassed you? (Select all that apply)**

- A. Male - Minority
  - B. Male - Majority
  - C. Female - Minority
  - D. Female - Majority
- \*See Definition of Minority / Majority when answering this question**

**10. Was the person(s) who sexually harassed you: (Select all that apply)**

- A. Different unit - lower rank
- B. Different unit - same rank
- C. Different unit - higher rank
- D. Same unit - lower rank
- E. Same unit - same rank
- F. Same unit - higher rank
- G. Civilian (US Employee)
- H. Local National
- I. Other

**11. Where did the incident(s) occur? (Select all that apply)**

- A. At work
- B. Near my residence
- C. At an off-post store, repair facility, club or restaurant
- D. In a community/post/caserno PX, Commissary, Officer/NCO/Community Club
- E. Other



**12. Did you report the incident(s) to your chain of command? (*Select all that apply*)**

- A. Yes, I reported the incident and something was done
- B. Yes, I reported the incident, however I believe that nothing was done
- C. Yes, but I corrected it myself on the spot
- D. No, but I corrected it myself on the spot
- E. No, I was afraid of reprisal
- F. No, other reasons

***HOW DOES YOUR CHAIN OF COMMAND RESPOND TO COMPLAINTS...?***

**13. If I have a discrimination or sexual harassment complaint, I would feel comfortable reporting the behavior to my chain of command.**

- A. Yes
- B. No - Afraid of reprisal
- C. No - I do not trust my chain of command

**14. If I have a discrimination or sexual harassment complaint, I would feel comfortable reporting it to my Equal Opportunity Advisor (EOA).**

- A. Yes
- B. No - Lack of confidentiality
- C. No - I do not trust the EOA

**15. If I have a discrimination or sexual harassment concern or issue, I would feel comfortable discussing it with my unit Equal Opportunity Leader (EOL).**

- A. Yes
- B. No - Lack of confidentiality
- C. No - I do not trust the EOL

***TRAINING ABOUT HUMAN RELATIONS...Please answer yes if you agree with the following statements, no if you do not agree.***

**16. During the last 6 months, I have had Prevention of Sexual Harassment Training.**

- A. Yes
- B. No

**17. During the last 6 months, I have had training on Discrimination.**

- A. Yes
- B. No

**18. The EO or Sexual Harassment training I received was useful.**

- A. Yes
- B. No
- C. Not Applicable - Have not received any training

**19. During the last 6 months, I have participated in Small Group Consideration of Others training (CO2).**

- A. Yes
- B. No

***HOW ARE RELATIONS WITHIN YOUR UNIT?***

**20. How is the state of race relations in your unit?**

- A. Excellent
- B. Good
- C. Marginal
- D. Bad

**21. How are gender relations in your unit?**

- A. Excellent
- B. Good
- C. Marginal
- D. Bad
- E. Not Applicable - There are no females in the unit

***\*Please use the following terms while answering Majority/Minority questions.***

**Majority = White (not of Hispanic origin)**

**Minority = American Indian or Alaskan Native, Hispanic, Black (not of Hispanic origin, Asian or Pacific Islander, or Other)**

## ***TREATMENT AND PUNISHMENT***

22. When recommending soldiers for military awards, my chain of command exhibits preferential treatment based on gender.
- A. No - Males/females treated the same
  - B. Yes - To males
  - C. Yes - To females
  - D. Not applicable - This unit has no female soldiers
23. When recommending soldiers for military awards, my chain of command exhibits preferential treatment based on race.
- A. No - All soldiers recommended for awards the same
  - B. Yes - To majorities
  - C. Yes - To minorities
24. When recommending COMPANY GRADE Article 15s, my chain of command gives soldiers harsher punishment based on gender for similar offenses.
- A. No - Males/females treated the same for similar offenses
  - B. Yes - To males
  - C. Yes - To females
  - D. Not applicable - This unit has no female soldiers
25. My chain of command gives soldiers harsher punishment based on race for similar offenses when recommending COMPANY GRADE Article 15s.
- A. No - All soldiers are treated the same for similar offenses
  - B. Yes - To majorities
  - C. Yes - To minorities

## ***AUTHORITY AND RESPONSIBILITY***

26. Minority soldiers in leadership positions unfairly use their authority to help other minorities.
- A. No
  - B. Yes
27. Majority soldiers in leadership positions unfairly use their authority to help other majorities.
- A. No
  - B. Yes

**28. Minority soldiers claim discrimination rather than accept responsibility for personal faults.**

- A. No
- B. Yes

**29. Majority soldiers claim discrimination rather than accept responsibility for personal faults.**

- A. No
- B. Yes

### ***OVERALL PERFORMANCE - CHAIN OF COMMAND***

**30. My chain of command takes appropriate action against those who discriminate or sexually harass.**

- A. Yes
- B. No

**31. My chain of command is fair to all soldiers.**

- A. Yes
- B. No

**32. My chain of command gives awards fairly to deserving soldiers.**

- A. Yes
- B. No

**33. My chain of command recommends and sends only eligible, deserving soldiers to the promotion board.**

- A. Yes
- B. No

**34. My chain of command sends only eligible, deserving soldiers to Professional Development Courses.**

- A. Yes
- B. No

**35. My chain of command provides guidance on: (*Select all that apply*)**

- A. Gender Related Issues
- B. Discrimination
- C. Army Values
- D. EO Complaint Process
- E. Cultural Diversity
- F. Sexual Harassment
- G. Professional Ethics and Conduct
- H. Religious Accommodation
- I. Homosexual Conduct Policy

**36. My chain of command does a good job in preventing discrimination and sexual harassment.**

- A. Yes
- B. No

***DO THE FOLLOWING SITUATIONS EXIST IN YOUR UNIT?***

***These words are interchangeable: Unit, Organization, Group, Brigade, Battalion, Company, and Detachment.***

**37. Hate, extremist, and/or supremacist groups/materials exist in my unit.**

- A. Yes
- B. No

**38. I have witnessed or experienced an event, a behavior, jokes or comments, toward a service member that was based on the perceived sexual orientation.**

- A. Yes
- B. No

**39. I am allowed sufficient time off to practice my religious faith.**

- A. Yes
- B. No
- C. I do not practice religious faith

**40. Soldiers in my unit often tell sexist or racist jokes.**

- A. Yes
- B. No

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**41. When sexual harassment is alleged, my chain of command presumes you are guilty until proven innocent.**

- A. Yes
- B. No
- C. N/A - No allegations have occurred

***The term "Civilian" refers to: U.S. Employee, Local National or Contractor***

**42. Civilians and Military members work well together in my unit.**

- A. Yes
- B. No
- C. There are no Civilians in this unit

***HOW DO YOU FEEL ABOUT?***

**43. If I lived in the barracks:**

- A. I would prefer having a roommate of a different race
- B. I would not prefer having a roommate of a different race
- C. Does not matter to me
- D. N/A - I do not live in the barracks

**44. Special Commemorations/Ethnic Observances help me to better understand and appreciate cultural differences.**

- A. Yes
- B. No

**45. Do you feel confident the Equal Opportunity complaint process is effective?**

- A. Yes
- B. No

***Equal Opportunity Action Plans are planned, achievable steps that eliminate practices denying equal opportunity to soldiers and their families, and that monitor progress toward these goals.***

**46. I feel the Army Equal Opportunity Action Plan: *(Select all that apply)***

- A. Is applied fairly to everyone in this unit
- B. Is needed to eliminate barriers to promotions, awards and schools
- C. I do not understand what it is
- D. It is unnecessary

## **LEADERSHIP AND UNIT CONCERNS**

***Do you agree or disagree with the following statements about you and your unit?***

**47. Officers in my unit care about what happens to their soldiers.**

- A. Strongly Agree
- B. Agree
- C. Neither agree nor disagree
- D. Disagree
- E. Strongly Disagree

**48. NCOs in my unit care about what happens to their soldiers.**

- A. Strongly Agree
- B. Agree
- C. Neither agree nor disagree
- D. Disagree
- E. Strongly Disagree

**49. Junior enlisted members in my unit care about what happens to each other.**

- A. Strongly Agree
- B. Agree
- C. Neither agree nor disagree
- D. Disagree
- E. Strongly Disagree

**50. It is easy for soldiers in this unit to see the CO about a problem.**

- A. Strongly Agree
- B. Agree
- C. Neither agree nor disagree
- D. Disagree
- E. Strongly Disagree

**51. It is easy for soldiers in this unit to see the 1SG about a problem.**

- A. Strongly Agree
- B. Agree
- C. Neither agree nor disagree
- D. Disagree
- E. Strongly Disagree

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**52. Members in my area of operations work well together as a team.**

- A. Strongly Agree
- B. Agree
- C. Neither agree nor disagree
- D. Disagree
- E. Strongly Disagree

**53. In terms of work habits and on-the-job behavior, my immediate supervisor sets the right example.**

- A. Strongly Agree
- B. Agree
- C. Neither agree nor disagree
- D. Disagree
- E. Strongly Disagree

**54. I receive the counseling and coaching needed to advance in my career.**

- A. Strongly Agree
- B. Agree
- C. Neither agree nor disagree
- D. Disagree
- E. Strongly Disagree

**55. I receive the training needed to perform my job well.**

- A. Strongly Agree
- B. Agree
- C. Neither agree nor disagree
- D. Disagree
- E. Strongly Disagree

**56. I am experiencing the following level of conflict/stress in this unit.**

- A. None
- B. Slight
- C. Moderate
- D. High
- E. Very High
- F. Extremely High



**57. My chain of command treats me with respect.**

- A. Very Great Extent
- B. Great Extent
- C. Moderate Extent
- D. Slight Extent
- E. None at all

***The leaders in my unit / place of duty...***

**58. Show a real interest in the welfare of families**

- A. Very Great Extent
- B. Great Extent
- C. Moderate Extent
- D. Slight Extent
- E. None at all

**59. Show a real interest in the welfare of single soldiers**

- A. Very Great Extent
- B. Great Extent
- C. Moderate Extent
- D. Slight Extent
- E. None at all

**60. I rate my current level of morale**

- A. Very High
- B. High
- C. Moderate
- D. Low
- E. Very Low

## ***Instructions For Written Comments***

1. **Use the blank sheet of paper that is provided to you with this survey.**
2. **You do not have to provide your name.** However, by doing so, you will enable your chain of command to do a more complete investigation of your complaint or concern.
3. After you have finished **please, give the written comments to the personnel administering the survey.**

**PLEASE DO NOT WRITE IN THIS BOOKLET!**

***END OF SURVEY***

***THANK YOU***